

SIDE LETTER AGREEMENT

Between

The City of San Jose

And

The San Jose Police Officers' Association

The City of San Jose and the San Jose Police Officers' Association hereby agree to amend the Classification Specification Training and Experience requirements for the Deputy Chief of Police, as provided in the parties' Promotional Memorandum of Agreement and the parties' Side Letter Agreement (signed on February 1 and 2, 2012), concerning Deputy Chief of Police classifications, to include the following:

Education: Successful completion of a Baccalaureate Degree from an accredited college or university in police administration, public administration or a closely related field. A candidate without a Baccalaureate Degree may be appointed provided that the Baccalaureate Degree is earned within one (1) year of appointment as a condition of continued employment in the classification of Deputy Chief of Police. If this condition is not met, the employee will not be eligible to remain in the classification of Deputy Chief of Police with no right to appeal.


The amendment to the Classification Specification for the Education requirement shall be made for all appointments to the classification of Deputy Chief of Police on or after the effective date of this agreement. This agreement shall become effective when signed by all parties below.

This Side Letter Agreement is hereby incorporated by this reference into the parties' current Memorandum of Agreement.

For the City:

 1/29/14
Jennifer Schembri Date
Deputy Director of Employee Relations

For the Employee Organization:

 1/29/14
John Robb Date
Vice President, POA